



CITY OF LODI COUNCIL COMMUNICATION

AGENDA TITLE: Adopt Resolution Approving Benefit Modifications for Confidential Employees

MEETING DATE: February 15, 2012

PREPARED BY: City Attorney

RECOMMENDED ACTION: Adopt resolution approving benefit modifications for Confidential employees.

BACKGROUND INFORMATION: Confidential employees are excluded from participating in negotiations with other bargaining units since these employees are involved in representing the City in the labor relations/ negotiation process. These positions include: Human Resources Manager, Financial Services Manager, Deputy City Attorney, Management Analyst – Confidential, Assistant City Clerk, Administrative Clerk – Confidential, Human Resources Technician, Supervising Budget Analyst, Legal Secretary, and Secretary to the City Manager. Staff is recommending the following modifications be made to current Confidential employees' salary and benefits.

- Employees will continue to pay 1 percent of the employee's share of retirement through June 30, 2012. Employees will begin paying 3.3 percent from July 1, 2012 through June 30, 2013. Employees will also have 18 unpaid furlough days from January 1, 2012 to June 30, 2013. Beginning July 1, 2013 employees will pay the full 7 percent share of their retirement costs and there will be no further unpaid furlough days.
- The City will not increase the City's contribution to employee's medical costs after January 1, 2012 (lowest cost PERS HMO – excluding PORAC).
- The City will eliminate the employee co-pay for medical insurance (currently \$80 and \$104 for employee + 1 and family coverage, respectively) beginning the first pay period 14 days after Council approval.
- The City will restore the 3 percent City match to Deferred Compensation effective June 25, 2012.

FISCAL IMPACT: It is estimated that the benefit modifications will save the City \$165,000 over the next two years.

FUNDING AVAILABLE: Existing and future appropriations will account for these changes.

A handwritten signature in blue ink, appearing to read "Jordan Ayers".

Jordan Ayers, Deputy City Manager/Internal Services Director

A handwritten signature in blue ink, appearing to read "Stephen Schwabauer".

Stephen Schwabauer, City Attorney

Attachments

APPROVED:

A handwritten signature in blue ink, appearing to read "Konradt Bartlam".

Konradt Bartlam, City Manager

RESOLUTION NO. 2012-11

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING BENEFIT MODIFICATIONS FOR
CONFIDENTIAL EMPLOYEES

WHEREAS, it is recommended that Council approve the following benefit modifications for Confidential employees (Human Resources Manager, Financial Services Manager, Deputy City Attorney, Management Analyst – Confidential, Assistant City Clerk, Administrative Clerk – Confidential, Human Resources Technician, Supervising Budget Analyst, Legal Secretary, and Secretary to the City Manager):

- Employees will continue to pay 1 percent of the employee's share of retirement through June 30, 2012. Employees will begin paying 3.3 percent from July 1, 2012 through June 30, 2013. Employees will also have 18 unpaid furlough days from January 1, 2012 to June 30, 2013. Beginning July 1, 2013, employees will pay the full 7 percent share of their retirement costs and there will be no further unpaid furlough days.
- The City will not increase the City's contribution to employee's medical costs after January 1, 2012 (lowest cost PERS HMO – excluding PORAC).
- The City will eliminate the employee co-pay for medical insurance (currently \$80 and \$104 for employee + 1 and family coverage, respectively) beginning the first pay period fourteen (14) days after Council approval.
- The City will restore the 3 percent City match to Deferred Compensation effective June 25, 2012.

Date: February 15, 2012

I hereby certify that Resolution No. 2012-11 was passed and adopted by the Lodi City Council in a regular meeting held February 15, 2012, by the following vote:

AYES: COUNCIL MEMBERS – Hansen, Johnson, Katzakian, Nakanishi,
and Mayor Mounce

NOES: COUNCIL MEMBERS – None

ABSENT: COUNCIL MEMBERS – None

ABSTAIN: COUNCIL MEMBERS – None



RANDY J. OHL